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THE INSTITUTE OF CONSERVATION

Conservator and Conservation Technician Apprenticeships

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Icon's commitment to Apprenticeships.

- ✓ Icon's Strategic Plan calls for "Inspiring quality through support for skills development, education and training"
- ✓ National Conservation Education & Skills Strategy ended in 2016 calling for a focus on supporting the development of practical interventive skills.
- ✓ V&A Icon Conservation and Collections Care Technician's Diploma launched in 2016, building on success our Conservation Technician Qualification shows there is demand for such a programme.



Why develop Apprenticeships for Conservation?

- ✓ Conservation has a history of supporting different routes into the profession.
- ✓ Enabling people to develop practical skills whilst learning underpinning theoretical knowledge.
- ✓ Providing support for those already in the workplace.
- ✓ Small sector, with a relatively small number of training programmes, many skills are already learnt informally or 'on the job'.
- ✓ Addressing the risk of losing remedial skills and knowledge
- ✓ Helping to diversify the workforce.



Historic Environment Trailblazer Group

- ✓ Icon has been involved for the last 2 years
- ✓ Brought together the working group for Conservators in early 2017
- ✓ Conservation Working Group acting as a sub-committee to the HEP Group.
- ✓ Icon is supporting the development, but the standards are being prepared by the working group members.
- ✓ Will lead on the consultation of the standards once prepared with the wider conservation profession.



Conservation Working Group



What is the group doing?

- ✓ Developing 'Standards' for two job roles, 'Conservation Technician' and 'Conservator'
- ✓ Preparing the standards, which is the collated role description, outlining the key knowledge, skills and behaviours expected of someone working at that level.
- ✓ Currently in the process of developing the 'Conservation Technician' for submission.
- ✓ Discussions taking place with other standards in development in the heritage sector.
- ✓ Will then be developing the Conservation Standard.
- ✓ Open to developing other standards as demand requires e.g. Heritage Science

Conservation Technician Standard

- ✓ Based on role descriptions provided by the working group along with Icon's Professional Standards.
- ✓ Seeking to support roles across the conservation profession, including the Private Sector.
- ✓ Proposed 18 months apprenticeship, delivered at Level 4
- ✓ Training providers have not been confirmed at this stage, but it is likely to be a mixture of portfolio, online and 1:1 training delivered at the workplace and some off site training.
- ✓ A way for the levy paying employers to utilise their funds.
- ✓ Although training exists, this is a way for employers to specify the training needs.



What happens next?

- ✓ Discussions with other working groups, to ensure consensus amongst the sector.
- ✓ Expression of Interest submitted to develop the standard.
- ✓ Finish developing the Conservation Technician Standard with the working group
- ✓ Send out draft standard for consultation and integrate feedback.
- ✓ Submit standard for approval.
- ✓ Develop End Point Assessment Plan, building on the key knowledge, skills and behaviours expected.
- ✓ Training Providers e.g. Further Education Colleges or Employer Training Providers to be involved in this stage.
- ✓ Submit for approval.

Conservator Standard

- ✓ Degree level Apprenticeship, which must have the involvement of Higher Education Institutions from the outset.
- ✓ Will maintain the academic rigor of the training, and so be in place to complement existing provision rather than compete with it.
- ✓ Offer the chance to develop practical and work based skills whilst undergoing academic training.
- ✓ Will be ensuring that any standards being developed will be consulted on by the wider membership.
- ✓ Looking at commencing the development work in Autumn 2017

